

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

Regulation Gazette

No. 8367

Regulasiekoerant

Vol. 486

Pretoria, 15 December 2005
Desember

No. 28314

CONTENTS**INHOUD**

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
GOVERNMENT NOTICES			GOEWERMENTSKENNISGEWINGS		
Labour, Department of			Arbeid, Departement van		
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>		
R. 1181			R. 1181		
Labour Relations Act (66/1995): Metal and Engineering Industries Bargaining Council: Renewal of period of operation of Lift Engineering Collective Agreement	3	28314	Wet op Arbeidsverhoudinge (66/1995): Metaal- en Ingenieursnywerhede Bedingingsraad: Hernuwing van Hysbak-ingenieurs Kollektiewe Wysigingsooreenkoms.....	3	28314
R. 1182			R. 1182		
do.: do.: Amendment and Extension of Lift Engineering Collective Agreement to Non-parties.....	3	28314	do.: do.: Uitbreiding van Hysbakingenieurs Kollektiewe Wysigings-ooreenkoms na Nie-partye.....	3	28314
R. 1205			R. 1205		
Labour Relations Act (66/1995): Bargaining Council for the Furniture Manufacturing Industry: KwaZulu-Natal (Metro Areas): Extension of Main Amending Collective Agreement to Non-parties.....	7	28314	Wet op Arbeidsverhoudinge (66/1995): Bedingingsraad vir die Meubelnywerheid, KwaZulu-Natal: Uitbreiding van Hoof Kollektiewe Wysigingsooreenkoms na Nie-partye.....	7	28314
South African Revenue Service			Suid-Afrikaanse Inkomstediens		
<i>Government Notice</i>			<i>Goewermentskennisgewing</i>		
R. 1213			R. 1213		
Customs and Excise Act (91/1964): Amendment of Schedule No. 3 (No. 3/594).....	17	28314	Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 3 (No. 3/594)....	17	28314

GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**No. R. 1181****15 December 2005**

LABOUR RELATIONS ACT, 1995

**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: RENEWAL OF PERIOD OF
OPERATION OF LIFT ENGINEERING COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (6) (a) (ii) of the Labour Relations Act, 1995, declare the provisions in Government Notices No. R. 1242 of 30 November 2001, R. 529 of 3 May 2002, R. 1249 of 4 December 2002, R. 669 of 23 May 2003, R. 1829 of 24 December 2003 and R. 1021 of 3 September 2004, to be effective from 19 December 2005, and for the period ending 30 June 2006.

M. M. S. MDLADLANA**Minister of Labour**

No. R. 1181**15 Desember 2005**

WET OP ARBEIDSV ERHOUDINGE, 1995

**METAAL- EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: HERNUWING VAN
HYSBAKINGENIEURS KOLLEKTIEWE WYSIGINGSOORENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby kragtens artikel 32 (6) (a) (ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings in Goewermentskennisgewings Nos. R. 1242 van 30 November 2001, R. 529 van 3 Mei 2002, R. 1249 van 4 Oktober 2002, R. 669 van 23 Mei 2003, R. 1829 van 24 Desember 2003 en R. 1021 van 3 September 2004, van krag is met ingang van 19 Desember 2005, en vir die tydperk wat op 30 Junie 2006 eindig.

M. M. S. MDLADLANA**Minister van Arbeid**

No. R. 1182**15 December 2005**

LABOUR RELATIONS ACT, 1995

**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: AMENDMENT AND EXTENSION OF LIFT
ENGINEERING COLLECTIVE AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the Metal and Engineering Industries Bargaining Council and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 19 December 2005, and for the period ending 30 June 2006.

M. M. S. MDLADLANA**Minister of Labour**

No. R. 1182**15 Desember 2005**

WET OP ARBEIDSV ERHOUDINGE, 1995

**METAAL- EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: UITBREIDING VAN HYSBAKINGENIEURS
KOLLEKTIEWE WYSIGINGSOORENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Metaal- en Ingenieursnywerhede Bedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend

is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 19 Desember 2005, en vir die tydperk wat op 30 Junie 2006 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

Nota: 'n Afrikaanse vertaling van die Ooreenkoms by die Engelse kennisgewing is beskikbaar by die Raad.

SCHEDULE

METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL

LIST ENGINEERING COLLECTIVE AMENDING AND RE-ENACTING AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

Lift Engineering Association of South Africa

(hereinafter referred to as the "employees" or the "employers' organisation"), of the one part, and the

South African Equity Workers' Association

(hereinafter referred to as the "employees" or the "trade unions"), of the other part, being the parties to the Metal and Engineering Industries Bargaining Council, to amend the Agreement published under Government Notice No. R. 405 of 31 March 1998, as renewed, amended and re-enacted by Government Notices Nos. R. 160 and R. 161 of 12 February 1999, R. 1314 of 12 November 1999, R. 1125 of 17 November 2000, R. 1013 of 12 October 2001, R. 1242 of 30 November 2001, R. 529 of 3 May 2002, R. 1249 of 4 October 2002, R. 669 of 23 May 2003, R. 1829 of 24 December 2003 and R. 1021 of 3 September 2004.

1. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed—
- (a) in the Iron, Steel, Engineering and Metallurgical Industry throughout the Republic of South Africa;
 - (b) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, in respect of the maintenance and/or assembly and/or installation and/or repair of electrical and hydraulic lifts, escalators, moving walkways and goods lifts.
- (2) The provisions of clauses 1 (1) (b), 2 and 3 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions, respectively.

2. CLAUSE 2: PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 June 2006.

3. CLAUSE 6: STAND-BY DUTIES AND CALL-OUTS

Substitute the following for subclauses (d), (e) and (f):

- "(d) An employee who is required to be on stand-by on Monday to Friday shall receive a stand-by allowance of R46,51 per day, excluding Saturdays, Sundays and public holidays.
- (e) An employee who is required to be on stand-by on Saturday shall receive a stand-by allowance of R69,76 per day.
- (f) An employee who is required to be on stand-by on a Sunday or public holiday shall receive a stand-by allowance of R93,02 per day."

4. CLAUSE 9: TOOL INSURANCE

(1) Substitute the following for subclause (1):

- "(1) Every employer shall inaugurate a scheme to ensure that the personal tools and/or equipment of employees are insured against fire or theft for an amount of R2 770,93 per employee.

The extra personal tools listed at subclause (2) (a) hereunder shall be covered for replacement value also over and above the basic insurance: Provided that the supervisor has approved the extra tools carried by the lift mechanics to their workstations. Such approval shall be in writing, as an additional item(s) to the tool list."

(2) Substitute the following for subclause (3):

- "(3) An employer shall reimburse an employee for lost or stolen tools on receipt of a valid motivated first claim. In the event of subsequent losses being incurred by the employee, an excess payment shall be due by the employee, as follows:

(a) Second excess claim:	R415,63.
Third and subsequent excess claim:	R381,27.

- (b) Any employee who has assumed responsibility for company tools, the value of which is in excess of R1 000,00 and loses them, shall be liable to pay excess as follows:

Second reported loss: R105,00.
 Third reported loss and thereafter: R262,50.”.

5. CLAUSE 19: ALLOWANCES

Substitute the following for subclauses (3), (4), (5), (6) and (7):

- (3) **Subsistence:** Where an employee is required to live away from his usual place of domicile, hotel accommodation, including meals, shall be provided. Alternatively, by mutual consent, a subsistence allowance of R150,68 per day shall be payable.
- (4) **Out-of-pocket expenses:** Employers shall pay an amount of R21,64 per day to employees to compensate them for additional non-recoverable expenses incurred where the work assignment entails overnight stay. This amount shall be payable irrespective of whether or not the employer pays full accommodation and board and lodging. Mutually agreed legitimate expenses over and above the R21,64 per day shall be reimbursed upon presentation of receipts.
- (5) **Dirt allowance:** A dirt allowance of R16,01 per shift shall be paid to all categories of employees engaged on the dismantling of existing installations and/or the stripping of lifts and escalators for modernisation and/or changing of main hoisting and compensating ropes.

The dirt allowance referred to above shall apply also to all repair work carried out on escalators.

- (6) **Certificate allowance:** Subject to the provisions of clause 36 of this Agreement, and in addition to wages and other allowances prescribed in this Agreement, the employer shall pay to each employee who is the holder of a Certificate of Registration issued in terms of the Occupational Health and Safety Act, 1993, an allowance of R0,36 per hour, including overtime.
- (7) **Underground allowance:** An allowance of R39,59 per shift shall be paid to employees who are required to work below the collar of any mine shaft for a shift or part of a shift.”.

6. CLAUSE 36: WAGES

Substitute the following for the existing clause 36:

- “(1) No employer shall pay to any employee engaged on work classified in the Schedule to this Agreement wages lower than those stipulated and no employee shall accept wages lower than those stipulated, namely—

- (a) Category 1: R46,51 per hour
 Category 2: R34,11 per hour
 Category 3: R21,74 per hour
 Category 4: R17,63 per hour.
- (b) Apprentices:
 First year: R16,26 per hour
 Second year: R18,59 per hour
 Third year: R23,26 per hour
 Fourth year: R37,19 per hour.

- (2) Every employee who, on the date of coming into operation of this Agreement, is employed by an employer on work classified in this Agreement shall, while in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date, plus an additional amount for his wage group as follows:

Class of work	Amount per hour
(a) Category 1 employees	221 cents
Category 2 employees	162 cents
Category 3 employees	103 cents
Category 4 employees	84 cents
(b) Apprentices:	
First year	77 cents
Second year	88 cents
Third year	110 cents
Fourth year	177 cents

OR

5% of the actual hourly rate of pay he was receiving on 30 June 2005, whichever additional amount is the greater: Provided that—

- (i) the additional amount payable in terms of this subclause to an employee for his class of work may be reduced by the amount of any increase granted to such employee on or subsequent to 1 July 2005: Provided further that any employee to whom no increase or only a part of the prescribed increase was granted on or after 1 July 2005 shall be remunerated by the payment of an amount within 16 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour for the	}	{ Amount per hour of
employee's class of work	} less (if any)	{ any increase granted
prescribed above	}	{ to the employee on
		{ or after 1 July 2005

multiplied by the number of hours for which the employee concerned was entitled to payment of this wage for the period from the start of the first shift on or after 1 July 2005 to the first shift for which the amount per hour of the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later.

- (ii) Any employee who was engaged after 1 July 2005 at a rate of pay not less than the rate of pay prescribed for his class of work at the date of coming into operation of this Agreement shall not be entitled to be paid to the additional amount specified in this subsection for his class of work.
- (iii) No employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subsection for his class of work was awarded on or subsequent to 1 July 2005 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement.
- (iv) An employer who intends to grant increases to all employees or to a particular category of employees in excess of the guaranteed personal minimum increase provided for above at the date of coming into operation of this Agreement shall consult the trade unions of which the employees concerned are members. Where an employer, following such consultation, grants such increases over and above those provided for in this Agreement, the Bargaining Council shall be notified of the increases granted.
- (3) Operators may be employed on Category 2 and Category 3 work only if they have passed (a) training programme(s) recognised by the Bargaining Council and are in possession of a certificate of proficiency issued by the employer covering the functions that they are allowed to perform under the Schedules to this Agreement.
- (4) The employers who are party to this Agreement undertake to distinguish clearly, at the time of awarding wage increases, between the wage increase component negotiated in terms of this Agreement and any other increases, such as merit increases which may be granted to employees.
- (5) (a) No employee shall be employed on more than one occupation scheduled in this Agreement at different rates of pay in any one week, including any overtime worked at a higher-paid occupation, unless payment is made as if such employee had been employed for the whole of that week in the higher-paid occupation: Provided that where a lower-paid employee is temporarily substituted for a higher-paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employee shall be paid at the higher rate only for the period he actually worked at the higher-paid occupation. Any period of substitution of less than one half shift in the aggregate in any one week shall not count for payment at the higher rate.
- (b) Where a lower-paid employee is temporarily substituted for a higher-paid employee—
- (i) such substitution shall be part of career development aimed at developing the employee by providing exposure to the higher-level job; and
- (ii) such substitution shall be an integral part of the development programme and therefore a pre-requisite for successful completion of the programme.
- (6) An employer who intends to grant increases to all employees or a particular category of employees shall consult the trade unions of which the employees concerned are members."

Signed at Johannesburg, for and on behalf of the parties, this 23rd day of August 2005.

L. TRENTINI

Member

L. DE WELZIM

Member

A. SMITH

Chief Executive Officer

No. R. 1205

15 December 2005

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL (METRO AREAS):
EXTENSION OF MAIN AMENDING COLLECTIVE AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Furniture Industry, KwaZulu-Natal, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that industry, with effect from 27 December 2005, and for the period ending 30 June 2010.

M. M. S. MDLADLANA
Minister of Labour

No. R. 1205

15 Desember 2005

WET OP ARBEIDSVERHOUDINGE, 1995

**BEDINGINGSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU-NATAL: UITBREIDING VAN HOOF KOLLEKTIEWE
WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Meubelnywerheid, KwaZulu-Natal aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 27 Desember 2005, en vir die tydperk wat op 30 Junie 2010 eindig.

M. M. S. MDLADLANA
Minister van Arbeid

SCHEDULE**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL****MAIN COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

KwaZulu-Natal Furniture Manufacturers' Association

(hereinafter referred to as the "employers" or the "employers organisation") of the one part,

National Union of Furniture and Allied Workers' of South Africa

and the

Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other part,

being the parties to the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal.

to amend and extend the Main Collective Agreement; Metro Areas published under Government Notices Nos. R. 685 dated 18 May 1998, as amended, extended and re-enacted by Government Notices Nos. R. 1660 dated 18 December 1998, R. 312 dated 12 March 1999, R. 1217 of 22 October 1999 1999, R. 369 dated 14 April 2000, R. 1033 dated 27 October 2000, R. 90 dated 1 February 2002, R. 396 dated 2 April 2004, R. 142 dated 8 October 2004 and R. 618 1 July 2005.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal—
 - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed therein, respectively;
 - (b) in Area A, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown and Mount Currie.
- (2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—
 - (a) only apply in respect of employees for whom minimum wages are prescribed in this Agreement;
 - (b) apply to learners in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder;

- (c) not apply to professional, technical, administrative, sales or office staff: Provided that such employees are in receipt of regular remuneration in excess of the maximum rate prescribed in Schedule A of the Agreement, excluding paragraph (XXI), plus R35,00;
- (d) not apply to managers, sub-managers, foremen or supervisory staff if such employees are in receipt of regular remuneration of not less than R40 920 per annum or, where the employer of such staff does not provide or maintain a registered pension or registered fund and a registered medical aid fund, R48 140 per annum. These limits shall be increased from year to year by the same percentages as the increases granted to employees earning the highest rate set out in Schedule A of this Agreement.

(3) Notwithstanding the provisions of subclauses (1) and (2), employers who carry on not more than one business within the scope of application of this Agreement and who employ less than five employees at any time in or in connection with such business, will be entitled to the following phasing-in concessions: Provided that their employees consent to it:

PHASE ONE: First two years of registration:

During this period, the employer will be exempt from Schedule A and clause 38B.

Any pro-rata holiday pay benefits accrued by employees during the first two years of resignation with the Council shall be paid by the employer in terms of the Basic Conditions of Employment Act, 1997, when due.

PHASE TWO: Third year of registration:

During this period, the employees must be remunerated at not less than 60% of the rate of pay as prescribed in Schedule A and clause 38B.

Any pro-rata holiday pay benefits accrued by employees during the third year of registration with the Council shall be paid by the employer in terms of the Basic Conditions of Employment Act, 1997, when due.

PHASE THREE: Fourth year of registration:

During this period, the employees must be remunerated at not less than 75% of the rate of pay as prescribed in Schedule A and clause 38B.

In addition, the following contributions shall come into effect:

- (a) Clause 13—Holidays and Holiday Fund.

PHASE FOUR: Fifth year of registration:

During this period, the employees must be remunerated at not less than 90% of the rate of pay as prescribed in Schedule A and clause 38B.

In addition, the following contributions shall come into effect:

- (a) Clause 13—Holidays and Holiday Fund.
- (b) Provident Fund and Mortality Benefit contributions as prescribed in the Collective Agreement as amended and extended from time to time.

PHASE FIVE: From sixth year onwards:

All provisions of the Main Collective and Provident Fund and Mortality Benefit Association Collective Agreements as well as Schedule A, as amended and extended from time to time, shall apply.

(4) The provisions of subclause (3) shall not apply where an employer has more than four employees in his employ at the date of coming into operation of this Agreement, and subsequently reduces this number of employees to fewer than five.

(5) The terms of this Agreement shall not apply to non-parties in respect of clause 1 (1)(a).

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation in respect of parties on such date as agreed upon by the parties and in respect of non-parties on such date that the Minister of Labour extends the Agreement to non-parties and shall remain in force for the period ending 30 June 2010.

3. CLAUSE 3: DEFINITIONS

Add the following to the existing definition of "new entrant":

: Provided further that in the event that an employer retrenches an employee as a result of operational requirements, such employer shall not be entitled to employ a new entrant for a period of at least six months without offering such employee his position back;".

4. CLAUSE 8: LIMITATION OF OVERTIME

Delete clause 8 (1), renumber the remainder of clause 8 accordingly, and amend all relevant cross references.

5. CLAUSE 38B: REMUNERATION

(1) Substitute the following for subclause 38B (1):

	Weekly wages	Weekly wages
	Employees employed after 1/7/2005	Employees employed prior to 1/7/2004
"(1) No employer shall pay and no employee shall accept wages lower than those prescribed hereunder:		
(a) Driver of a motor vehicle, authorised to carry or haul a pay-load of—		
(i) up to and including 4 530 kg	688,00	760,00
(ii) over 4 530 kg and up to and including 6 350 kg	693,00	765,00
(iii) over 6 350 kg	714,00	787,00
(b) A casual employee driving a motor vehicle. Daily rate prescribed weekly wage, plus 10%, divided by 5.		
(c) Drivers of forklift trucks, tractors, scooters or passengers cars	688,00	760,00".

(2) Delete the expression "steam propelled vehicle" wherever it appears in this clause.

6. CLAUSE 39: ATTENDANCE BONUS

Delete clause 39 in its entirety and renumber the Agreement accordingly.

7. CLAUSE 40: PAID SICK LEAVE

Add the following new subclause (1) (d):

"(d) In the event that an employee is absent from work one day before or one day after a paid public holiday, or on a Friday or a Monday, without producing a valid sick certificate signed by a duly authorised registered medical practitioner, the employee shall not be entitled to payment for the working day."

8. Delete the expression "deemed to have worked" wherever it appears, except where it relates to—

- (a) sick pay; and
- (b) paid public holidays.

9. SCHEDULE A: WAGES

Substitute the following for Schedule A:

"SCHEDULE A—WAGES 1 JULY 2005 TO 30 JUNE 2006

	Weekly wages	Weekly wages
	Employees employed after 1/7/2005	Employees employed prior to 1/7/2004
(i) (1) Furniture making, i.e. any operation or process in the manufacture and/or assembling of furniture, either in whole or in part, performed by hand, with hand tools or mechanical appliances, but which excludes the operations referred to in subclause (2)	766,00	846,00
(2) Sundry furniture making operations:		
(a) Bolting and tightening of nuts, fixing of handles by screws, bolts nuts and screw bolts	766,00	846,00
(b) Affixing fittings of rod sockets, striking plates, escutcheons, shelf studs, nut covers, ferrules or dome glides and inserting screw bolts into stumps or legs, affixing of any kind of glue block, attaching mirrors by means of adhesive tape	672,00	741,00
(c) Making and/or pointing of wooden dowels and plugs by hand and/or machine	672,00	741,00
(d) Knocking in dowels and plugs by hand	672,00	741,00
(e) Sanding by hand, regardless of whether the article sandpapered is stationary or rotating	672,00	741,00
(f) Bending or laminating of solid timber by hand or mechanical process	672,00	741,00

	Weekly wages Employees employed after 1/7/2005	Weekly wages Employees employed prior to 1/7/2004
(g) Knocking in of sockets for casters.....	672,00	741,00
(h) Filling of holes or cracks with wood filler or similar substance.....	672,00	741,00
(i) Assisting in clamping or carmping: Provided that not more than one assistant is used by an employee in respect of not less than the wage prescribed in subclause (2)	665,00	734,00
(ii) Setting out, i.e. the preparation of a plan for the manufacture of furniture by means of a rod or other suitable material upon which are marked all or any of the dimensions of the article to be manufactured	665,00	734,00
(iii) Marking out, i.e. the marking or scribing of articles of furniture, either in whole or in part, to dimensions by means of ruler, measuring rod, straight edge, template, jig or any other device, for the purpose of machining, fitting or assembling	766,00	846,00
(iv) (1) Furniture machining, i.e. any operation or process performed by using any type or class of machine in the manufacture of furniture, either in whole or in part but which excludes the operations referred to in subclause (2)	766,00	846,00
(2) Sundry furniture machining operations:		
(a) Setting up and operating single drum sander, open disc sander, bobbin sander and wide belt sander	766,00	846,00
(b) Boring holes, morticing, hinge recessing for the purpose of cutting recesses for locks and hinges and operating a dowel inserting machine.....	695,00	767,00
(c) Operating air-filled sander and portable sander	672,00	741,00
(d) Making and jointing sandpaper rolls or discs and belts for machine sanders.....	672,00	741,00
(e) Repetitive marking by template or pattern.....	665,00	734,00
(V) (1) Furniture polishing, i.e. any operation or process by hand or mechanical appliance in the production of a polished and/or finished surface by means of shellac, paint, duco, lacquer, cellulose, varnish, enamel, stain a paste which acts as an abrasive, and/or polisher, or both, or similar substances, and shall include the graining and matching of colours on all types of furniture, but which excludes the operations referred to in subclause (2).....	766,00	846,00
(2) Sundry polishing operations:		
(a) Burnishing by machine	695,00	767,00
(b) Waxing	695,00	767,00
(c) The painting and/or filling of edges of laminated and/or plywood, to prepare a surface for polishing and/or lacquering and/or graining and/or matching of colours	695,00	767,00
(d) The removal of doors and fittings prior to preparation for polishing.....	695,00	767,00
(e) Filling in with plaster of paris or any other filling material	672,00	741,00
(f) Handsanding.....	672,00	741,00
(g) Bleaching of furniture with acids or any other bleaching agent.....	672,00	741,00
(h) Stripping.....	672,00	741,00
(i) Staining, filling, oiling and/or reviving by hand	672,00	741,00
(j) spraying of metal	672,00	741,00
(k) straining of materials	672,00	741,00
(l) Cleaning spray guns.....	665,00	734,00
(m) Touching up at point loading and/or unloading, excluding the use of spray apparatus.....	665,00	734,00

	Weekly wages Employees employed after 1/7/2005	Weekly wages Employees employed prior to 1/7/2004
(VI) (1) Furniture upholstery, i.e. any operation or process in covering any type of furniture, either in whole or in part, irrespective of the materials used, and includes, <i>inter alia</i> , cutting of all covers and loose covers, stitching and/or joining by hand or mechanical appliance, webbing which includes the positioning of webbing and substitutes (other than wooden or metal laths and crossbars), filling, cane weaving, buttoning, tacking, stapling, studding and padding, attaching of units to frame, but which includes the operations referred to in subclause (4).....	766,00	846,00
(2) Seamsters or seamstresses engaged in slipstitching, sewing, and/or joining covers, flies, cushions, cords, pelmets or bolsters by hand or machine.....	687,00	758,00
(3) Learners employed in learning the class of work referred to in sub-clause (2)—		
during the first six months of employment.....	660,00	729,00
during the second six months of employment.....	665,00	735,00
during the third six months of employment	671,00	740,00
during the fourth six months of employment	676,00	747,00
thereafter	687,00	758,00
(4) Sundry furniture upholstery operations:		
(a) Positioning of wooden and metal laths and crossbars to frames.....	699,00	772,00
(b) Filling of cushions with spring interiors and/or spring units.....	712,00	786,00
(c) Cutting foam rubber or similar material by hand saw.....	712,00	786,00
(d) Fixing of ready-made cane mats	695,00	767,00
(e) Tufting or buttoning by hand or machine, where this done in loose pieces in the pre-assembly stage, including quilted buttoning, but but shall exclude deep, diamond or pleated buttoning.....	723,00	799,00
(f) Securing, sewing or stapling interlaced pads to spring units, whether by hand or machine	699,00	772,00
(g) Laying out of filling materials on a spring unit.....	699,00	772,00
(h) Spreading of adhesive on backs and cover material and joining of same	687,00	758,00
(i) Loading, wheeling and operating a cloth spreading machine	687,00	758,00
(j) Teasing coir or other materials by machine.....	687,00	758,00
(k) Filling of cushions with substances of materials other than spring interiors and/or spring units by machine.....	672,00	741,00
(l) Riemple work.....	672,00	741,00
(m) Affixing helical springs and/or chains and/or zig-zag or no-sag springs to frames for upholstery	672,00	741,00
(n) The springing up of spring edges with zig-zag and/or no-sag type of spring to frames for upholstery, including the attachment of any component part, but excluding the tacking on and/or securing of hessian and/or sisal and/or substitutes for hessian or sisal.....	672,00	741,00
(o) Cutting of platforms used for covering helical and/or no-sag springs ..	672,00	741,00
(p) Breaking up and/or cutting up by hand or bulk rolls of upholstery materials of all kinds from selfedge to selfedge	672,00	741,00
(q) Cutting cardboard in upholstery sections by hand and/or machine	672,00	741,00
(r) Straight cutting of materials by hand or machine for bottoms or under-seating over springs (linen and hessian).....	665,00	734,00
(s) Teasing coir or other materials by hand	665,00	734,00
(t) Unwinding filling materials in rope form.....	665,00	734,00
(u) Banding upholsterer's beading	665,00	734,00

	Weekly wages	Weekly wages
	Employees employed after 1/7/2005	Employees employed prior to 1/7/2004
(v) Making buttons and tufts	665,00	734,00
(w) Assisting upholsterer in holding cover material	665,00	734,00
(x) Cutting to shape and joining of foam rubber or latex by hand	665,00	734,00
(y) Tacking on bottoms of upholstered article	665,00	734,00
(z) (i) The tacking of hessian or lining onto seat platforms.....	665,00	734,00
(ii) The tacking or stapling of cardboard to bare frames	672,00	741,00
For the purposes of this clause and clauses (XI) and (XIV), a spring unit means an independent assembly of springs so interconnected, associated or constructed as to provide a spring foundation and/or interior for use in an inner spring mattress, cushion seat or any other bedding and/or seating device.		
(VII) (1) Furniture carving and/or wood-carving, i.e. any operation or process, either in whole or in part, performed with hand tools or mechanical appliance creating a shape, pattern, medallion or replica of any object, the purpose of which is to adorn and/or embellish any type of furniture, but which exclude the under-mentioned sundry operation	766,00	846,00
(2) Stippling and punching background to carving	672,00	741,00
(VIII) Furniture wood-turning, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of a shaped article or component part, used in connection with all types of furniture	766,00	846,00
(IX) (1) Furniture veneering, i.e. any operation or process performed by hand or mechanical appliance in the overlay of all types of furniture parts, either in whole or part, with veneer, but which excludes the operations mentioned in subclause (2).....	766,00	846,00
(2) Sunday veneering operations:		
(a) Positioning of veneers by hand	766,00	846,00
(b) Tapeless jointing by machine.....	766,00	846,00
(c) Operating presses of any kind.....	766,00	846,00
(d) Loading and unloading vacuum bags and presses of any kind	665,00	734,00
(e) Washing off gum and tapes	665,00	734,00
(f) Stacking parts after pressing	665,00	734,00
(g) Veneering of edges.....	665,00	734,00
(h) Veneering of edges by machine which machine also trims and sands the edges.....	695,00	767,00
(i) Dipping of edges only by mechanical appliance	695,00	767,00
(X) (1) Learner journeyman employed in learning the classes of work referred to in clauses (I) to (IX), other than the sundry operations referred to therein—		
during the first year of employment	689,00	761,00
during the second year of employment.....	710,00	784,00
during the third year of employment	740,00	816,00
Thereafter, the minimum prescribed wage.		
If a person who has been employed as a belt sander, machine sander or borers is promoted to a learner journeyman, his commencing wage shall be a minimum of.....	699,00	772,00
(XI) (1) Bedding making, i.e. the manufacturing by hand or mechanical appliance, either in whole or in part, of all types of mattress filled with coir, hairlock, flock, kapok, cotton, wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber or any other similar materials, or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical springs, all types of springs and/or spring units, pillows, cushions, bolsters, overlays, quilts, the knocking and/or hooking on or spring mattress wires, spiral springs and helical springs to frames, and shall include:		

	Weekly wages	Weekly wages
	Employees employed after 1/7/2005	Employees employed prior to 1/7/2004
(a) Weaving of spring mesh	699,00	772,00
(b) Stuffing filling into mattress cases	699,00	772,00
(c) Side stitching	699,00	772,00
(d) Tufting	699,00	772,00
(e) Operating a border quilting machine	699,00	772,00
(f) Operating a top quilting machine.....	699,00	772,00
(g) Prepare frames and rollers for the top quilting machine	699,00	772,00
(h) Securing, sewing or stapling interlaced pads to spring units	699,00	772,00
(i) Securing mattress tops, whether quilted or not, in position for building a prebuilt interior or spring mattress.....	699,00	772,00
(j) Taping edging a spring interior mattress	699,00	772,00
(k) Roll edging, but which excludes the operations referred to in sub-clause (ii)	699,00	772,00
(l) Buttoning of headboards ancillary to mattress making	710,00	783,00
(2) Sundry bedding operations:		
(a) Cutting tips, borders and cases	687,00	758,00
(b) All sewing required in the manufacture of tops, borders, mattress cases, studio couch covers and component part	687,00	758,00
(c) Sewing mattress handles to border	687,00	758,00
(d) Joining border lengths	687,00	758,00
(e) Closing up the mouth of a mattress	687,00	758,00
(f) Closing pillows, cushions, bolsters	687,00	758,00
(g) Bolting by hand of bed mattress frames.....	672,00	741,00
(h) Preparing spools for a border quilting machine.....	672,00	741,00
(i) Cutting quilted borders to lengths.....	672,00	741,00
(j) Punching holes in mattress borders	672,00	741,00
(k) Fitting ventilators and handles to mattress borders	672,00	741,00
(l) Feeding the interlacing machine.....	672,00	741,00
(m) Cutting and making pads, irrespective of materials used.....	672,00	741,00
(n) Positioning of laths and crossbars, or fixing webbing to mattress or bed frames.....	672,00	741,00
(o) Staining mattress frames	672,00	741,00
(p) Affixing lugs to mattress frames	672,00	741,00
(q) Positioning and securing a mesh to a mesh frame	672,00	741,00
(r) Hanging loops on needles in compression tufting.....	672,00	741,00
(s) Loading, wheeling and operation a clothspreading machine	672,00	741,00
(t) Operating a teasing machine.....	672,00	741,00
(u) Attending a loopmaking machine	672,00	741,00
(v) Attaching loops to buttons or tufts	672,00	741,00
(w) Fitting bed irons, domes, casters and sockets	672,00	741,00
(x) Staining and/or varnishing frames by hand.....	672,00	741,00
(y) Assembling, knocking or hooking on woven wire mesh and chain spring meshes to frames	672,00	741,00
(z) Fixing bed irons	672,00	741,00
(aa) Attaching spring units to bed frames	672,00	741,00
(ab) Filling pillows, cushions and bolsters, with materials other than spring interiors and/or spring units	665,00	734,00
(ac) Mass-measuring pillows, bolsters, cushions and quilts.....	665,00	734,00
(ad) Stripping bedding.....	665,00	734,00

	Weekly wages	Weekly wages
	Employees employed after 1/7/2005	Employees employed prior to 1/7/2004
(ae) Cutting chain, hoop iron or any other similar materials.....	665,00	734,00
(af) Teasing coir or any other materials by hand	665,00	734,00
(ag) The tacking on of cardboard or calico backs to upholstered headboards.....	672,00	741,00
(ah) Glueing plastic mesh to foam	665,00	734,00
(3) Learners employed in learning the class of work referred to in subclause (1) (Bedding making)—		
during the first six months of employment.....	667,00	737,00
during the second six months of employment	675,00	745,00
during the third six months of employment.....	680,00	751,00
during the fourth six months of employment	686,00	757,00
thereafter.....	699,00	772,00
(XII) (1) Curtain-making, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of curtains, either in whole or in part, and irrespective of the materials used, including hanging, fitting and fixing, but which excludes the operations mentioned in subclause (2)	766,00	846,00
(2) Sundry operations		
(a) Seamster or seamstresses engaged in slipstitching, sewing, and/or joining covers, flies, cushions, cords, pelmets, bolsters or curtains by hand or machine.....	687,00	758,00
(b) Cutting edge-to-edge, but excluding cutting for pattern matching.....	665,00	734,00
(c) Pressing and/or ironing curtaining	665,00	734,00
(d) Handling materials	665,00	734,00
(3) Learners employed in learning the class of work referred to in subclause (2) (a) (seamsters)—		
during the first six months of employment.....	660,00	729,00
during the second six months of employment	665,00	735,00
during the third six months of employment.....	671,00	740,00
during the fourth six months of employment	676,00	747,00
thereafter.....	687,00	758,00
(4) Learners employed in learning the class of work referred to in subclause (1), other than the sundry operations referred to in subclause (2) and learner seamsters referred to in subclause (3).		
(XIII) (1) Labour, i.e.—		
(a) assisting a machinist in handling materials before and after machining	665,00	734,00
(b) attending a boiler, incinerator and/or oven	665,00	734,00
(c) attending to dust bags and/or cyclones of sanding machines	665,00	734,00
(d) baling and dipping of upholstery springs.....	665,00	734,00
(e) beating and/or teasing coir by hand	665,00	734,00
(f) cleaning and sweeping of premises	665,00	734,00
(g) cleaning machinery, plant, tools and utensils	665,00	734,00
(h) cleaning and blowing down of equipment	665,00	734,00
(i) cleaning metal rods	665,00	734,00
(j) cutting metal rods, hinges, metal strips, wire, hoop iron and all similar materials	665,00	734,00
(k) delivery by manually propelled vehicles	665,00	734,00
(l) delivery of letters and parcels.....	665,00	734,00

	Weekly wages	Weekly wages
	Employees employed after 1/7/2005	Employees employed prior to 1/7/2004
(m) filling of cushions with substances of materials, other than spring interiors and/or spring units by hand	665,00	734,00
(n) gluing sandpaper discs	665,00	734,00
(o) handling materials	665,00	734,00
(p) lime washing	665,00	734,00
(q) loading and/or unloading vehicles	665,00	734,00
(r) loading and unloading kilns	665,00	734,00
(s) making tea or other similar beverages	665,00	734,00
(t) oiling and greasing machines and/or vehicles	665,00	734,00
(u) operating presses of any type	665,00	734,00
(v) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers	665,00	734,00
(w) preparing, mass-measuring and mixing glue; spreading glue by hand or machine; removing glue, washing and wiping off glue; applying glue hardener by hand, brush or machine	665,00	734,00
(x) pushing or pulling a vehicle or handcart	665,00	734,00
(y) riveting or making threads on iron bolts and rods	665,00	734,00
(z) straightening and/or cutting hoop iron used for webbing	665,00	734,00
(aa) stripping second-hand upholstery and bedding	665,00	734,00
(ab) taping of veneers and attending veneer press	665,00	734,00
(ac) the treatment of timber for preservation	665,00	734,00
(ad) unpacking, baling and unbalancing raw materials	665,00	734,00
(ae) wrapping in paper or cardboard	665,00	734,00
(2) Labourers: New entrants:		
Employers employing:		
1-50 employees	375,00	
51-150 employees	400,00	
151-> employees	450,00	
(XIV) Miscellaneous:		
(1) Welding, other than spot-welding	665,00	734,00
(2) Machine maintenance mechanic	766,00	846,00
(3) Spot-welding	687,00	758,00
(4) Despatch clerk, storeman, time-keeper	685,00	756,00
(5) Caretaker or watchman	672,00	741,00
(6) Packer	672,00	741,00
(7) The construction of spring interiors and/or spring units and the manufacture of their component parts	672,00	741,00
(8) Learner packer	665,00	734,00
(9) Bending, punching, riveting, drilling and/or assembling metal parts	665,00	734,00
(XV) (1) Juvenile male employees engaged in a trade designated under the Manpower Training Act, 1981, during the authorised probation period	666,00	736,00
(2) All other juveniles	666,00	736,00
(XVI) Office employees—		
during the first year of employment	667,00	737,00
during the second year of employment	679,00	749,00
during the third year of employment	694,00	766,00

	Weekly wages	Weekly wages
	Employees employed after 1/7/2005	Employees employed prior to 1/7/2004
during the fourth year of employment	710,00	784,00
during the fifth year of employment.....	726,00	802,00
thereafter	747,00	824,00
(XVII) Casual labourer:		
Labourer employed for less than 30 hours in any one week for the specific purpose of loading and unloading of vehicles, stacking of timber and cleaning of premises only	75,00	75,00 per day
(XVIII) Chargehand:		
In charge of employees who have no journeyman status.....	75,00	75,00 per day
In charge of journeyman.....	75,00	75,00 per day
(XIX) (1) Ornament and novelty making, i.e. any operation or process in the manufacture or assembly of ornaments and novelties, but which excludes the operations referred to in subclause (2)	766,00	846,00
(2) The classes of work referred to in clauses (1) (2), (IV) (II), (V) (2), (VII) (2) and (IX) (2) hereof.....	766,00	846,00
Commencing weekly wage—stage 1	766,00	846,00
Upon completion of stage 1 and subsequent stages the weekly wage of an apprentice is to be increased by 25% of the difference between the minimum wage rate for labourers, plus R10,00, and that for journeymen at the time of completion of such stage.		
(XXI) Artisans—Employees who have passed a trade test in a designated trade and have completed N1	843,00	930,00*
[This represents the rate plus 10% on the following categories: (I) (1), (II), (III), (IV) (1), (V) (1), (VI) (1), (VII) (1), (VIII), (IX) (1), (XII) (1), (XIV) (1) and (2) and (XIX) (1).]		

Signed at Durban on this 8th day of August 2005.

A. KHAN

Chairperson

G. MOONSAMY

Vice-Chairperson

G. J. P. BLIGNAUT

Secretary of the Council

**SOUTH AFRICAN REVENUE SERVICE
SUID-AFRIKAANSE INKOMSTEDIENS**

No. R. 1213

15 December 2005

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 3 (NO. 3/594)**

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended, with effect from 1 January 2006, to the extent set out in the Schedule hereto.

**J MOLEKETI
DEPUTY MINISTER OF FINANCE**

SCHEDULE

By the substitution for Note 16(v) to rebate item 317.04 of the following:

Rebate Item	Tariff Heading	Rebate Code	C D	Description	Extent of Rebate
317.04				16(v) The value of import rebate credit certificates shall be restricted to 82 per cent of the certificate.	

No. R. 1213

15 Desember 2005

**DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 3 (NO. 3/594)**

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by bogenoemde Wet hiermee gewysig, met ingang vanaf 1 Januarie 2006, in die mate in die Bylae hierby aangetoon.

**J MOLEKETI
ADJUNKMINISTER VAN FINANSIES**

BYLAE

Deur Opmerking 16(v) by kortingitem 317.04 deur die volgende te vervang:

Korting= item	Tariefpos	Kortingkode	T S	Beskrywing	Mate van Korting
317.04				16(v) Die waarde van invoerkortingkredietsertifikate sal beperk word tot 82 persent van die sertifikaat.	